

Why I Quit a \$450k Engineering Job at Netflix

Translation: 为什么我辞去了在Netflix价值45万美元的工程工作

Playing it safe is the riskiest choice of all

Golden handcuffs — when you stay at a job that you'd rather quit only for the money.

I thought I was going to stay at Netflix forever. Top of market pay. Freedom and responsibility. Unlimited PTO. What more could you ask for?

Translation: 我以为我会永远留在Netflix。最高的市场薪酬。自由和责任。无限制PTO。你还能要求什么？

So when I quit Netflix in May 2021, everyone thought I was crazy. My parents objected first. Coming from cultural revolution China where they barely had enough food to eat, they thought I was throwing away all the hard work they went through to come to America.

Translation: 所以，当我在2021年5月退出Netflix时，所有人都认为我疯了。我父母首先反对。来自文化大革命时期的中国，他们几乎没有足够的食物吃，他们认为我在抛弃他们来美国所经历的所有艰苦工作。

“Just keep your head down and do the work!” they said.

Translation: 他们说：“只要低着头去做这项工作！”。

“Don't be ungrateful for what you have!” they said.

None of my friends could believe it either.

“But the free food!”

Translation: “但是免费的食物！”

“FAANG!”

Translation: “发昂！”

“Just rest and vest bro!”

The only argument I heard against quitting that made me slightly pause was from my mentor at Netflix. He said I shouldn't quit without another job lined up, because "I'd give up the leverage I had with my high salary at Netflix."

Resting and vesting — waiting for stocks to vest

That made me pause for all of three days, but I quit anyways. Now eight months later, I am 100% certain this was the right decision.

In this article, I discuss the three factors that helped me understand the real cost of golden handcuffs, and why even a half-million dollar salary a year couldn't get me to stay at a job I no longer enjoyed.

Translation: 在这篇文章中，我讨论了三个因素，这三个因素帮助我理解了金手铐的真正成本，以及为什么即使是50万美元的年薪也无法让我继续从事我不再喜欢的工作。

A Failed Role Transition

Translation: 失败的角色转换

With offices shutting down in March 2020, all the best parts of work — the socializing, the coworkers, the perks — disappeared.

And all you were left with was the work itself. So if you didn't like the work, and that was all you had, COVID magnified this fact 10x more.

And I wasn't enjoying the work. But it wasn't always this way.

I worked at Netflix for almost four years as a Senior Software Engineer in growth. At the beginning I felt like I was getting paid handsomely to learn. And up to around the two-year mark, I loved it...